

AGENDA
UAF STAFF COUNCIL #225
Friday, February 17, 2012
8:45-11:00AM
Wood Center-Carol Brown Ballroom

Audio Conference information: 1-800-893-8850, Participant PIN: 8244236

- 1. 8:45-8:50 CALL TO ORDER AND ROLL CALL**
 - A. Roll Call
 - B. Approval of Agenda for Staff Council Meeting #225
 - C. Approval of Minutes of Staff Council Meeting #223 – December 2011
 - D. Approval of Minutes of Staff Council Meeting #224 – January 2012
- 2. 8:50-9:00 STATUS OF PENDING ACTIONS (No pending actions)**
 - A. Actions Approved
 - B. Actions Denied
 - C. Actions Pending
- 3. 9:00-9:05 PUBLIC COMMENT**
- 4. 9:05-9:15 OFFICER REPORTS**
 - A. Pips Veazey, President
 - B. Juella Sparks, Vice President
- 5. 9:15-9:25 REMARKS BY CHANCELLOR ROGERS**
- 6. 9:25-9:35 GOVERNANCE REPORTS**
 - A. Cathy Cahill, President – Faculty Senate
 - B. Mari Freitag, President – ASUAF
- 7. 9:35-9:45 UNFINISHED BUSINESS**
 - A. Staff Council Strategic Direction
 - B. Staff Appreciation Day Update
- 9:45-9:50 BREAK**
- 8. 9:50-10:05 NEW BUSINESS**
 - A. Motion relating to geographic differential at UAF
– Attachment 225-8: Motion 225-1
- 9. 10:05-10:15 GUEST SPEAKERS**
 - A. Dana Thomas, Vice Provost and Accreditation Liaison Officer

COMMITTEE REPORTS

10. 10:15-10:30 INTERNAL COMMITTEE REPORTS

- A. Staff Affairs
- Chair needed
- B. Rural Affairs – Brad Krick
- Attachment 225-8: Rural Affairs Committee Report
- C. Elections, Membership, and Rules – Walker Wheeler
- Attachment 225-4: EMR Committee Report
- D. Advocacy Committee – Debbie Gonzalez
- Attachment 225-6: Advocacy Committee Report

*Committee Chairs: Please forward your reports to nmdufour@alaska.edu

11. 10:30-10:40 EXTERNAL STATEWIDE COMMITTEE REPORTS

- A. Staff Alliance's Staff Health Care Committee – Cat Williams, Carolyn Simmons, Maria Russell (alt), & Mary Sue Dates (alt)
- Has not met
- B. Staff Alliance's Compensation Committee – Maria Russell (Co-Chair), Robert Mackey, Brad Krick (alt)
- Alternate needed

*Committee Representatives: Please forward your reports to nmdufour@alaska.edu

12. 10:40-10:45 EXTERNAL UAF COMMITTEE REPORTS

- A. Master Planning Committee (MPC) – Gary Newman
- Report available at: www.uaf.edu/mastplan/committee/meetings/agendas/2011-2012/
- Attachment 225-5: Master Planning Committee Report
- B. Parking Advisory Committee (PAC) – Britton Anderson
- Attachment 225-1: Parking Advisory Committee Report
- C. Chancellor's Diversity Action Committee (CDAC) – Mary Sue Dates and Ross Imbler
- D. Chancellor's Planning and Budget Committee
- Has not met
- E. Chancellor's Advisory Committee for the Naming of Campus Facilities – Debbie Coxon
- F. Accreditation Steering Committee – Claudia Koch-Goddard
- Attachment 225-2: Accreditation Steering Committee Report
- G. Meritorious Award Committee – Claudia Koch-Goddard
- Has not met
- H. Technology Advisory Board Committee (TAB) – Walker Wheeler
Has not met
- I. Work-Life Balance Committee – Walker Wheeler
- Has not met
- J. Intercollegiate Athletic Council – Pips Veazey and Debbie Coxon
- Attachment 225-6: Intercollegiate Athletic Council February Report
- K. Review of Infrastructure and Sustainability Energy Board (RISE) – Mayanna Bean
- Report available at: www.uaf.edu/sustainability/rise/
- L. People's Endowment Fund Committee – Claudia Koch-Goddard
- Has not met

*Committee Representatives: Please forward your reports to nmdufour@alaska.edu

13. 10:45-10:50 AD HOC COMMITTEE REPORTS

- A. Awards Committee
- B. Staff Appreciation Day Committee – Ashley Munro, Maria Russell, and Barbara Gabel
– Attachment 225-3: Staff Appreciation Day Report
- C. Communication Committee – John Clendenin, Jr.
- D. Chancellor’s Cornerstone Award Committee – Kala Hansen
- E. Administrative Review Committee

*Committee Chairs: Please forward your reports to nmdufour@alaska.edu

14. 10:50-11:00 ROUND TABLE DISCUSSION

15. 11:00 ADJOURN

Parking Advisory Committee – February Report

Britton Anderson, Staff Council Representative

The Parking Advisory Committee met just before the holiday break to go over the reincarnation of this group, and what the responsibilities are. We went over the appeals process that drivers go through if they choose to challenge a citation. We also discussed upgrade plans that Parking Services has in mind regarding headbolts in the parking lots.

These headbolts have a small, enclosed processing unit that is centrally programmed to cycle the individual plug based on temperature at that location. Currently, the headbolts on campus are cycled based on the temperature recorded at the power plant. Now power can be cycled more consistently with the temperature in the actual area that customers are parking in. They also provide a variety of reporting functions, such as average current draw, parking times, and associated costs.

These headbolts are currently in their trial run, installed only in the newly expanded section of the IARC parking lot on West Ridge. If successful, these new controllers will be added to the rest of campus over time.

Accreditation Steering Committee Minutes

Tuesday, January 24, 2012

8:30 a.m. - 10:00 a.m.

Members present:

Alexeev, Vladimir; Barnes, Brian; Carroll, Jennifer; Cooper, Amy; Druckenmiller, Patrick; Gerlich, Bella; Hartmann, Anita; Henry, David; Horner, Deb; Jacobsen, Gary; Juday, Glenn; Koch-Goddard, Claudia; Manchester, Jesse; Patil, Shirish; Pinney, Pete; Thomas, Dana; Veazey, Dave; Weflen, Arvid. On audio: Anahita, Sine; Duffy, Larry; Hecimovich, Derylee.

Update on Commission visit with chancellor, provost and vice provost on Jan. 11

Bulk of information was on outcomes assessment of academic programs and services – only 60% of our academic programs closing the loop and using the info to improve student learning – they are raising the bar and pointed out specifically the library – CRCD and CLA also need improving – UAF may have been too frank with the self-assessment – waiting for written response – as soon as the response is received, Dana will share it with the steering committee.

May have dean's be responsible, or a visit could happen this fall – hoping for a year 3 or year 5 response instead.

Commission is pushing on higher ed outcomes in reaction to federal pressure. - Possibility of federal control

Expectation is 100% of the academic programs are reporting on outcomes assessment regularly, using it for change and change is documented. It doesn't have to be changing the whole curriculum; it can be on a small scale e.g. changing a reading assignment. This responsibility lies with the faculty according to standards.

We (Provost's Office) ask for centralized reporting for collecting, documenting and posting.

Commission also brought up the need for refinement with Connect and Engage but added Prepare to the group. Asked us to look at the indicators particularly in those three as they see some overlap. We will need to clarify the distinction of these three themes and how they integrate.

We won't post the response from the Commission but steering committee will get a hard copy, but asked not to scan it or post it.

Mission Statement

Current working draft: UAF integrates teaching, research, and engagement with an emphasis on the circumpolar North and its diverse peoples to prepare students for leadership and careers.

Circumpolar should stay in the statement as it differentiates Alaska being North relative to New York or Minnesota being "North" to those in the southeast U.S..

Accreditation Steering Committee may give input to change the mission statement. It needs to be kept short.

Dave – "educate global citizen's for life leadership and careers"

Glenn – citizen defines nationalities in a legal sense, learning because it's a human thing to do.

Decision made to use "educate" instead of "prepare".

Accreditation Steering Committee Minutes

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8:30 a.m. - 10:00 a.m.

Brian Barnes initiated discussion regarding higher education and its impact on income and reasons for education

Should the word "citizenship" be included? Faculty Senate/Core Revitalization Committee decided against it.

Dana will take the current statement to the Faculty Senate:

UAF integrates teaching, research, and engagement with an emphasis on the circumpolar North and its diverse peoples to educate students for leadership, careers, and lifelong learning.

Revising Core Themes

Current Revision

Research: To create new knowledge, insight, technology, artistic and scholarly works, with an emphasis on the circumpolar North and its peoples.

Objectives and Indicators

Rubric

Commission took an issue with the rubric.

Read recommendation number 2 from the Commission...tie Core Themes to objectives, in addition, to planning and budget which is another form of PBB. Commission says we are doing too much for too many.

Please look at indicators; we have time now to collect data over the next few years. We will report in Year 5.

One objective missing: Document and preserve cultural, historical and natural history related to the circumpolar North and its peoples (Dana's draft after the meeting)

Sine suggests not using collect since it may be a sensitive word also the phrase "native artifacts"
Do we have very clearly missing objectives?

We can come up with indicators of achievement that cut across the themes e.g. undergraduate research.

Possible matrix can be used to visually map out the bridges/integration with objectives/indicators. Especially important with budget tied into the objectives.

Closing:

Please read peer-evaluation response.

Think about objectives and indicators carefully. What is missing? Fewer indicators would be good.
Simplifying the collection of some indicators would be good as well.

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Possible way to simplify: Use a small set of online indices to get the UAF publication list indicator. CES and others may not be represented; supplementation may be necessary to satisfy some units.

Indicators don't have to be perfect; they just have to be indicators.

Come next time with statements: "let's add this objective, let's delete this objective" etc.

Please share the conversation on objectives and indicators widely, including advisory groups (get this in their minutes) and your peers, and bring back suggestions to the Committee. Think about these themes, objectives and indicators from a 1000 foot perspective.

Form subgroups next meeting.

Staff Appreciation Day 2012 Budget

Longevity Awards:

5 year award (water bottle)(144): \$1258.56

10 year award (cooler) (134): \$2211.00

15 year award (blanket) (45): \$1215.00

Total Trademark Order: \$4584.56

20 year award (plaque) (40): \$3448.80

25 year award (gold pan) (13): \$1313.39

30 year award (weather station) (13): \$1830.53

Total Trophy Cache Order: \$5939.89 (includes 10% discount)

35 year award (individualized) (3): \$300

Total Longevity Awards: \$10824.45

Rural Awards:

Anchorage \$60

Bristol Bay Campus \$100

Chuckchi Campus \$65

Interior-Aleutians Campus \$0

Juneau \$0

Kuskokwim Campus \$100

Northwest Campus \$75

Palmer \$75

Seward \$50

Soldotna \$50

Total Rural Awards: \$575

Administrative Costs:

Longevity Invitation: \$10

Longevity Program: \$90

Shipping (rural longevity awards): \$100

Wood Center Labor: \$250

Total Administrative Costs: \$450

Catering (pre-estimates):

Breakfast: \$1800

Lunch: \$3500

Ice Cream Social: \$800

Total Catering Costs: \$6100

Staff Appreciation Day Expenses			
Item	2010 Est amount	2011 Est amounts	2012 Est amounts
Breakfast	\$1461.25	\$1719.15	\$1800
Lunch	\$3004	\$3104	\$3500
Ice Cream Social	\$570	\$660	\$800
Wood Center Labor	\$250	n/a	\$250
OIT Support	\$100	\$2500	\$0
Printing	\$660.10	\$171.35	\$100
Shipping	\$43.45	\$75	\$100
Longevity Awards	\$9920.94	\$8080.58	\$10825.45
Rural Awards	\$800	\$675	\$575
Total	\$16809.74	\$16958.08	\$17950.45

2012 Income Estimates		
Source	Item Covered	Amount
Old HR budget	Longevity Awards	\$9000
Old HR budget	Catering	\$2000
Chancellor's Office	Misc.	\$2500
Governance Office	Misc.	\$2000
VC for Admin Services	Breakfast	\$1800 (not verified)
Total		\$17300

Over budget by \$650.45

Justification for Over-Budget:

- More Longevity Recipients- we have 141 more award recipients that in 2011. This represents \$2744.87 in awards.
- Additional Food- in 2011, we ran out of burgers at lunch. NANA donated food to cover the remaining people in line.
- Wood Center Labor- the Davis Concert Hall is not available for the event. The Ballroom must be set-up with chairs.

Reducing Costs:

- E-Live: We are looking for volunteers with E-Live experience to offer sessions to staff outside of Fairbanks. This will save us approximately \$2500 by not outsourcing webstreaming. The quality of broadcasts may not be as good as previous years.
- Trophy Cache: This vendor offers UAF a 10% education discount. This is saving us approximately \$650 on Longevity Awards.
- Sponsors: We are looking for sponsors to pay for a portion of the day. The Vice Chancellor for Administrative Services has volunteered to sponsor the breakfast (amount not specified yet). This will save us \$1800. The sponsors will be recognized during registration, at the Awards Ceremony and on the Longevity Program.
- Lunch Servers: We would like to invite Chancellor's Cabinet to cook and serve lunch. This will keep the cost of lunch lower.
- NANA: Robert Holden will see if NANA will offer a discount on food services if we allow NANA employees to participate in sessions during the day.

8:30-8:35	Chancellor's Welcome (Wood Center Ballroom)					Chancellor's Welcome (Wood Center Ballroom)					
8:35-9:00	Keynote Address & Refreshments (Wood Center Ballroom)					Keynote Address & Refreshments (Wood Center Ballroom)					
9:00-2:00	Frisbee Golf Tournament & Wacky Bowling Tournament					Frisbee Golf Tournament & Wacky Bowling Tournament					
9:15-10:15	UAF Toastmasters -Jessica Andrew ROOM Limit 30	The Power of Framing -Sarah Stanley ROOM Limit 10	Learning about Herbs -Virginia Damron ROOM Limit 40	HR Session	WIN	9:45-10:45	QMenu/QA dhoc -Crystal Goula ROOM Limit 15	Yoga Sculpt -Mary Bellamy SRC Limit 20 (weights?)	Team Building -Lisa Hall ROOM Limit 20	Lead from Where You Are -Wendalyn Tisland ROOM Limit (this class is 2 hours)	Rock Climbing -instructor Climbing Wall Limit
10:30-11:30	Composting with Earthworms -Taylor Maida ROOM Limit 20	Learning about Customer Service & Group Dynamics -Charu Uppal ROOM Limit 25	May Daisies -Debbie Mekiana & Carol Murphy ROOM Limit 20	HR Session		11:00-12:00	Science of the Aurora -Karen Remick ROOM Limit	Greening Your Department -Michele Herbert ROOM Limit 35	Money Management for the Long Haul -Roxie Rogers Dinstel ROOM Limit		
11:30-12:30	Lunch (Lola Tilly Commons)					Lunch (Lola Tilly Commons)					
12:45-1:45	Using OnBase -Crystal Goula COMP LAP Limit 15	Campus Walking Tour -Mary Kreta No Limit	Zumba -Tammy Long SRC Limit 30 (or space)	HR Session		12:00-1:00					
1:00-3:30	Resource & Health Fair (Wood Center)					Resource & Health Fair (Wood Center)					
2:00-3:00	He Sounds So Real! -Barbara Gabel ROOM Limit 30	What is Sustainability? -Kaz Alvarez ROOM Limit 25	Getting Out of Debt -Roxie Rogers Dinstel ROOM Limit	HR Session		1:00-2:00	Can You Really Write a Book? -Barbara Gabel ROOM Limit 30	Introduction to FileMaker Pro -Derek Bastille ROOM Limit 25	Rock Climbing -instructor Climbing Wall Limit		
						2:15-3:15	Pop Select -Crystal Goula ROOM Limit 15	Gardening -Emily Reiter ROOM Limit 25			
3:30-4:30	Longevity & Awards Ceremony (Wood Center Ballroom)					Longevity & Awards Ceremony (Wood Center Ballroom)					
4:30-5:00	Ice Cream & Cotton Candy Social (Wood Center)					Ice Cream & Cotton Candy Social (Wood Center)					

EMR Committee Report

Location: Rasmuson 341

Time: 2/6/2012 3:00pm to 4:00pm

Invitees: Kala Hansen, Nicole Dufour, Shawn Houston, Walker Wheeler, Gary Bender, John Clendenin

Attendees: Walker Wheeler(Chair), Kala Hansen, Nicole Dufour, Shawn Houston, John Clendenin

The main focus of the meeting was review of possible issues with the current Constitution and Bylaws. The group was asked to keep in mind possible modifications to Staff Council that has been brought up in our previous meetings and to keep in mind that the Board of Regents (BOR) Policies are currently under review. John Clendenin lead the discussion that took place and several point in the Constitution and Bylaws were reviewed and discussed. The committee has been tasked with reviewing the documents in whole to determine if there are other issues that were not yet brought up.

In the Constitution the following items were discussed.

Article 1. B., the correct BOR Policy needs to be referenced. Change to 03.01.010. from 03.01.01.

Article 1. B., expand APT to Administrative, Profession, and Technical followed by the abbreviation because it is the first use in the document.

Article 2. A. might need a better clarification of members/constituents. The questions that have risen is: Where do the following employee types fit, if anywhere? Temporary, Extended Temporary, Adjuncts, and Post Doc Fellows.

In the Bylaws the following items were discussed.

Section 3. A. V. b. should be referencing Section 3, Article A, Subsection II of the Bylaws instead of Section 2, Article A, Subsection 2.

Section 3. A. VI. was noted that each staff council representative must serve on at least one permanent committee which is ambiguously defined in Section 5.

Section 5. was reviewed and discussed and all the EMR members were asked to review the section and come up with recommendations on clarity between what a permanent committee is and what it is not. There exists ambiguity in the definition of whether or not permanent committees are only those internal or if they really do extend to adhoc and external committee appointments.

Section 5. A. II. b. needs to specify that the president is on the Administrative Committee as one of the members. This is intended to reflect the statement in Section 4. A. I. b. which states a duty of the President is to "Serve as a member of the Administrative Committee."

Section 7. is to be reviewed by EMR members and have recommendations to clarify quorum for both Staff Council's greater body and at the committee level. Discussion took place that pointed out with the way it is written

Additional questions that have come up during this discussion

Hiring directly someone into a temporary position without full hiring process and then being able to allow that person to be able to be considered an internal applicant. Is there a check and balance that exists for these cases?

Do we or should we be representing temporary employees? They make up approximately 1/3 to 1/4 of the UAF work force.

Master Planning Committee Report – February 2012
Gary Newman – Staff Council Representative

There has been no meeting of the Master Plan Committee since the last Staff Council meeting.

However, of note:

1. The West Ridge Deferred Maintenance Plan is proceeding with C.B. Bettisworth & Co. as primary contractor with stakeholder meetings planned for Feb. 14-16, 2012. Attached is the RFP which outlines the project, due for completion in June 2012. This is an attempt to develop a plan to systematically upgrade aging facilities on West Ridge.
2. Schematic design continues on the Engineering Building addition.
3. Chancellor Rogers commented on a number of other facilities related projects/proposals at the last Staff Council meeting.

Respectfully,

Gary Newman

February Report
Intercollegiate Athletic Council

The Intercollegiate Athletic Council met January 24 to discuss the upcoming elections for Student Athlete of the Year. Committee members were provided a list of names of student athletes with grad point averages over 3.5 who are planning to graduate this year. The IAC members decide who will receive the award; typically there is one male and one female chosen each year.

There is a lot of energy being put toward advising by the athletic department this year as some of our athletes have run into problems by not taking the correct classes or classes that do not fulfill requirements. This is placing a huge strain on the department due to the additional responsibilities of advising students who are athletes specifically. Department personnel take this very seriously and are working hard to find a sustainable solution that can help students be aware that the choices they are making in their academic careers can affect their eligibility as athletes.

We will be looking for an additional staff representative to fill the seat that Heather Leavengood occupied until recently.

We currently do not have another meeting scheduled but will be meeting again soon to move forward on the Student Athlete of the Year.

Advocacy Committee Report 2/13/12

Debbie Gonzalez, Chair

The Q&A with Chancellor Rogers on February 10th was a great success. Over 40 people attended in person and approx same number called in from all over the state.

Topics included building a safety culture on campus, elements of a good compensation plan, Staff Council organization/membership, supervisory training, campus construction, staff use of SRC, accreditation success and more. A Sun*Star reporter attended so we may see an article in this week's paper (I hope). The session was recorded and we are working to make the recording and/or more detailed notes of discussion available.

The committee will meet again on Thursday 16th to discuss upcoming staff tours and advocacy events.

Motion relating to geographic differential at UAF

Whereas, the University of Alaska established current geographic differentials in 1970,

Whereas, the only significant adjustment to the 1970 geographic differential was to eliminate Fairbanks as an eligible site in 1994,

Whereas, the cost of living in most locations as measured by the State of Alaska's 2008 survey is greater than UA's current geographic differentials,

Whereas, many Alaska State Government employees have benefited from updated geographic differentials for FY 12 (see attached General Government Unit Salary Schedule),

Whereas, the new differentials adopted by other Alaska State Government agencies will put many UAF Campuses at a competitive disadvantage for attracting and retaining talent and labor,

Whereas, we want to maximize our opportunities to recruit and retain highly qualified staff throughout the University of Alaska System,

Whereas, anticipating impacts of changing geographic differentials is a responsible and proactive institutional method of projecting future costs and defining priorities,

Therefore UAF Staff Council moves to have the University of Alaska System re-examine geographic differentials in light of the most recent cost of living survey in 2008 by the McDowell Group.

Therefore let it further be resolved that the University of Alaska System have a data-driven plan and rationale to change or continue with current geographic differentials by May 2013.

Geodifferentials between the SOA, UA and what the McDowell survey recommend

Location		Geo Diff Amounts (percent)										Difference	
		UA		State		State GGU				McDowell	GGU FY12	UA	
		Current	FY10	FY11	FY12	FY13	Svy Geo Diff	McDowell	GGU FY12	UA			
Adak	27								50	-50	27		
Aleutian Islands	27								50	-50	27		
Anchorage	0	0	0	0	0	0			0	0	0		
Angoon	0									0	0		
Aniak	30	30	30	40	50				44	-4	-10		
Barrow	42	42	42	46	50				50	-4	-4		
Bethel	38	38	38	44	50				53	-9	-6		
Bristol Bay	27									0	27		
Chugiak	0								0	0	0		
Cooper Center	11									0	11		
Cordova	11	11	11	11	11				13	-2	0		
Delta Junction	16	16	16	0	0				4	-4	16		
Dillingham	27	27	27	32	37				37	-5	-5		
Eagle River	0	0	0	0	0				0	0	0		
Fairbanks	0	4	4	3	3				3	0	-3		
Fort Yukon	42	42	42	37	37				31	6	5		
Galena	30	30	30	34	37				31	3	-4		
Girdwood	0	0	0	0	0				0	0	0		
Glenallen	11	11	11	0	0				-3	3	11		
Haines	5	5	5	0	0				5	-5	5		
Homer	0	0	0	0	0				1	-1	0		
Juneau	0	0	0	2	5				11	-9	-2		
Kenai	0	0	0	0	0				1	-1	0		
Ketchikan	0	0	0	0	0				4	-4	0		
Kodiak	9	9	9	11	11				12	-1	-2		
Kotzebue	42	42	42	51	60				61	-10	-9		
McGrath	30	30	30	34	37				31	3	-4		
Nenana	20	20	20	0	0				0	0	20		
Nome	34	34	34	37	37				39	-2	-3		
Palmer	0	0	0	0	0				-5	5	0		
Sand Point	27	27	27	39	50				50	-11	-12		
Seward	0	0	0	0	0					0	0		
Sitka	0	0	0	5	5				17	-12	-5		
Skagway	5	5	5	0	0				17	-17	5		
Soldotna	0	0	0	0	0				1	-1	0		
Tok	16	16	16	0	0				4	-4	16		
Valdez	11	11	11	11	11				8	3	0		
Wasilla	0	0	0	0	0				-5	5	0		
Yakutat	5	5	5	0	0				2	-2	5		

Rural Affairs Report for Staff Council Meeting #225

The Rural Affairs Committee met several times during the second week of February to work on the a motion relating to the geographic differential at UAF. The geo diff is additional pay based on location to account for cost of living, calculated as a certain percentage above base pay (Fairbanks, Anchorage, Juneau).

The State conducts a cost of living survey every five years. The most recent survey was done by the McDowell Group and is available online here:

<http://doa.alaska.gov/dop/gds/home.html>

The May 2011 issue of Alaska Economic Trends is focused on cost of living trends and contains relevant information for interested parties:

<http://labor.alaska.gov/trends/may11.pdf>

UAF Staff Council President's Report, February 2012

Face-to-Face Meeting in February

I would like to welcome both new and returning members to the February staff council meeting and offer an especially warm welcome to our off-site representatives. I am looking forward to a new year with some new faces to add to those returning and hope to continue to work to build a strong and vibrant staff council community.

Orientation

Plans are underway for our new staff council member orientation that will be held in conjunction with our February 17 meeting. This will be a face-to-face meeting in the Wood Center Ballroom with our off-site representatives and will follow a breakfast with Chancellor Rogers at his house 7:30-8:30am. All staff council representatives and alternates are welcome to join us for orientation. I encourage returning members to participate and join us for both informational sessions and informal discussions.

President Gamble's listening sessions

President Gamble and his Strategic Direction Team have been visiting campuses around the state to get feedback about university issues. The internal listening session for staff members took place this week and was well attended by approximately 50 people. Staff council was well represented by both current and past representatives.

Feedback from request for information about Staff Council: With the conclusion of elections and participation from our new members, I have spent a considerable amount of time thinking about how to energize this council, increase our visibility on campus and maximize our effectiveness. I have asked you your input and have received limited responses (5) but thoughtful ideas on what we are doing well as a council and what we need to improve. A synopsis of the results will be included as an attachment to this report.

System Governance Reorganization

Pat Ivey, a long time university employee and current executive officer for system governance, has announced her retirement this month. Pat has been a mentor and friend to many staff governance leaders. Members of student, faculty and staff governance groups are working with Vice President of Academic Affairs Dan Julius to ensure a smooth transition within the governance office.

Staff Appreciation Day

Staff Appreciation Day will be held Wednesday, May 16, 2012. This is an important staff event and will take all of us working together to ensure that the day runs smoothly. Please consider volunteering to help and make sure to add this to your calendar!

UAF Staff Council

Response to Request for Information: What are we doing well and what can we do better (and how)

What are we doing well?

1. Expressing the interests and concerns of our constituents
2. Addressing issues in a timely manner (tuition waiver, tobacco surcharge)
3. Standing firm on those topics that are important to staff, regardless of the outcome
4. People on committees are working well together; president and vice president want to do a great job; apathy seems to have gotten worse over time; we need to stand strong and speak with a strong and unified voice
5. The connections that SC has made with other entities [administration] within the UA system is wonderful; the leg work has been done and those connections are working well; we have the tools to do a great job; a restructure might be the way to fix this issue with good oversight
6. Identifying the important topics
7. Listening and communicating people's views
8. Joined staff council because this is where the information seemed to be; I like knowing what is being discussed.

What could we do better, and how?

1. Compensation and Health Care issues
Suggestions: combine these committees so that benefits and compensation are considered simultaneously
2. Coordinate with other governing bodies and collective bargaining groups
Suggestions: schedule regular meetings throughout the year
3. Communication to all staff
Suggestions: no clear answer on this one
4. Coming to the table with personal agendas and voicing our own opinions and not those of our constituents
Suggestions: get out and speak with staff in assigned units, ask for feedback and concerns, communicate information about staff council business

5. UAF governance voice to constituents is confusing and broken

Suggestions: provide staff council handbook; have a dedicated council rep sit with employees and educate them about governance; work with hr on-boarding

6. Staff Council does not have enough manpower; too many committees

Suggestions: we need more people on council...allow staff to sit on committees, allow units additional seats (although these seats are currently unfilled), simplify and streamline committees, hand out governance org charts

7. Increasing involvement

Suggestions: Increasing communication – Google groups for staff council and individual units; clearer definitions of jobs and duties, streamline meetings – do we all need to meet at the same time or can work be done in smaller groups; get all reports ahead of time and limit discussions to clarification s and questions, not rehashing content

8. Advertising of workload – it was never specified that I would be joining for 2 years and that meetings were once a month. I was not aware I had to join committees. I did not know that I had to report back to my unit. I work in a small department and do not interact or even know who other staff are that are in my unit.

Suggestions: none

9. Changing the meeting time – one of the reasons that I joined was the meetings were held on a Wednesday. This year when we added Fridays and Tuesday it has put a kink in my schedule.

Suggestions: none

10. Coffee and Tea service would be nice at the meetings. If the budget does not allow that, pitchers of water would be nice.

Total number of people who responded: 5

UAF Master Plan Committee

Meeting Notes by Gary Newman

The Master Plan Committee met Feb. 16, 2012

1. Bike path from Sheep Creek Road to Thompson Drive – Dept of Transportation is planning to construct a bike path along Yankovich Road as far as Sheep Creek Road. UAF is planning to extend it as far as Thompson Drive, challenging particularly as it passes by the Ag Farm.
2. North Tanana Loop – this is the road that goes behind campus, not currently open for access except for construction vehicles for Life Sciences Bldg. The road is not suitable as is for full time use and UAF is trying to get funding from DOT's FMAT Committee. It is not scheduled yet for funding. The Master Plan Committee members expressed a desire to have this completed when the Life Sciences Bldg is complete as they foresee some traffic issues beyond the current traffic and safety issues, particularly when one comes from Farmers Loop onto campus then down the road between Cutler Apartments and the Moore dorm. We will be discussing this further.
3. Ice Rink in front of SRC – there is an area that used to have an inflated beluga tent over it. Student Affairs had proposed putting in a public use skating rink in this area with additional parking. Design is on-going, no funding is yet available.
4. Other facilities issues:
 - a) Schematic design of the Engineering Bldg addition is ongoing and expected to be presented to the Board of Regents in April.
 - b) There will be a lot of construction in front of the SRC this summer with a utilidor extension, new electrical, roof replacement on Patty Center. Traffic will be disrupted as well as phased blocking off of some Nenana Lot parking. More info will be communicated to the campus community by Facilities Services as well as to targeted stakeholders for that area during summer.
 - c) Facilities Services is planning installation of metal stairs up from the Taku Parking lot on the east end of campus, as what we call the Luge Run, serpentine sidewalk can be hazardous. Stairs are proposed to be similar to the stairs that go down toward Facilities Services across the street from the Bunnell-Duckering parking lot.
 - d) There was discussion on the West Ridge Deferred Maintenance project now in process with stakeholders. How to mesh department needs and desires with larger planning views as outlined in the Master Plan 2010 was the essence of the discussion.
5. The Campus Landscape Subcommittee hasn't met. Design and Construction Director Jonathan Shambare indicated a desire for input on re-landscaping a couple small areas outside Gruening and the library that will experience some construction this summer.
6. North Campus Subcommittee – The trails groomer is having difficulty grooming the new section of the Skarland Trail and the Big Whizzy, mostly due to sharp turns. There is a need to evaluate and make adjustments for next season.
7. Deb Horner, MPC acting chair, is inviting comments on select classrooms' paint jobs, specifically Duckering 252, 456; Gruening 208, 412; Chapman 104.

This concludes the meeting notes from Feb. 16, 2012

UAF DRAFT - Core Themes, Objectives, and Indicators

Educate: Undergraduate and Graduate Students	
Objective	Indicators
1. Meet standards for learning outcomes of academic programs.	1. Students achieve intended learning outcomes within their programs.
2. Retain and graduate degree-seeking students.	2. Students perform similarly to peers on programmatic national exams.
	3. First-time undergraduate degree-seeking students persist and graduate.
3. Prepare undergraduate students for further study, future employment, and contemporary life.	4. Academically underprepared undergraduate degree-seeking students complete college-level coursework.
	5. Seniors score similarly to their peers at other institutions on the ETS Proficiency Profile examination.
	6. Graduates complete further higher education programs.
4. Enable master's and PhD students to master a subject area or advance knowledge.	7. Seniors respond similarly to their peers at other institutions to select National Survey of Student Engagement questions.
	8. Graduates secure jobs or continue their education.
5. Involve baccalaureate students in extracurricular and co-curricular activities.	9. Students produce independently reviewed research and creative products.
	10. Students participate in extracurricular and co-curricular activities.
	11. Students participate in formal international experiences.

Research: Create and Disseminate New Knowledge, Insight, Technology, Artistic and Scholarly Works, with an Emphasis on the Circumpolar North and its Peoples.	
Objective	Indicators
6. Conduct and disseminate basic and applied research.	12. Faculty publish peer-reviewed journal articles, book chapters, and books.
	13. Faculty conduct externally funded research at a rate comparable to peer research institutions.
	14. Faculty conduct research in areas of significant interest to Alaska.
7. Exhibit and perform creative works.	15. Faculty perform and exhibit at the state, national, and international level.
8. Engage graduate and baccalaureate students in research, scholarship, and creative activity.	16. Baccalaureate students complete a research course or project.
	17. Students produce independently reviewed research and creative products.
9. Demonstrate leadership in research and artistic expression.	18. Faculty with a research workload report one or more peer-reviewed publications with at least 12 lifetime citations.
	19. Faculty members hold national and international leadership positions.

Prepare: Alaska's Career, Technical, and Professional Workforce	
Objective	Indicators
10. Prepare students for jobs in Alaska.	20. Students graduate in Alaska Department of Labor and Workforce Development high-demand job area programs.
	21. Graduates find employment and indicate their program prepared them for employment.
	22. Students pass programmatic state or national exams.
11. Provide Alaskans opportunities to update their job skills.	23. Professionals complete post-baccalaureate courses to update their job skills.
	24. Vocational rehabilitation students complete courses to update their job skills.
12. Help prepare secondary students for postsecondary career pathways.	25. High school students complete tech prep programs with school districts and training centers.

Connect: Alaska Native, Rural, and Urban Communities through Contemporary and Traditional Knowledge	
Objective	Indicators
13. Partner with Alaska communities on issues of mutual interest.	26. Community partnerships share resources and responsibility and are well distributed geographically.
14. Provide higher education access for Alaska Native, rural, and urban populations.	27. Alaska Natives and male students enroll at each campus and via e-learning.
	28. Financial aid provides Alaska Native students with access to higher education.
	29. Alaska Native and rural high school students earn certificates and degrees at rates similar to other students.
15. Engage students in learning about Alaska Native language and culture, and rural development.	30. Students complete Alaska Native and rural-related courses and programs.

Engage: Alaskans via Lifelong Learning, Outreach, and Community and Economic Development	
Objective	Indicators
16. Involve Alaskans in lifelong learning, cultural, and athletic activities.	31. Alaskans complete non-credit courses and workshops.
	32. Residents attend or participate in lifelong learning, cultural, and athletic activities.
17. Communicate research-based knowledge and engage the public in defining priorities.	33. Research-based publications intended for the general public are distributed to Alaskans.
	34. Alaskans participate in advisory board meetings and consultations with service faculty and staff.
18. Promote positive youth development.	35. Youth participate in school-age programs.
19. Collaborate with individuals, businesses, and agencies to diversify and grow local and state economies.	36. Partnerships involve local entities and private partners in economic development activities.
	37. Businesses engage with UAF in agreements that lead to economic development.

Draft New UAF Mission Statement:

The University of Alaska Fairbanks integrates teaching, research, and engagement, emphasizing the circumpolar north and its diverse peoples, as it educates students for careers, leading roles in their communities, and lifelong learning.

The faculty senate suggested the following revision on Monday:

The University of Alaska Fairbanks integrates teaching, research, and engagement, emphasizing the circumpolar north and its diverse peoples, as it educates students, preparing them for life, careers, and leading roles in their communities.

Specifically they noted the following:

- Careers should not be first in the list of why we educate
- The draft does not represent graduate education well; it focuses on undergraduate
- The draft does not align well with the themes (see below) because emphasizing the north and its diverse peoples is only specifically addressed in the Research (revised Discover) theme.
- Insufficient international feel to mission and core themes

Current UAF Mission Statement:

The University of Alaska Fairbanks, the nation's northernmost Land, Sea and Space Grant university and international research center, advances and disseminates knowledge through teaching, research and public service with an emphasis on Alaska, the circumpolar North and their diverse peoples. UAF--America's arctic university--promotes academic excellence, student success and lifelong learning.

Themes

Educate: Undergraduate and Graduate Students

Research: Create and disseminate new knowledge, insight, technology, artistic and scholarly works, with an emphasis on the circumpolar north and its peoples.

Prepare: Alaska's Career, Technical, and Professional Workforce

Connect: Alaska Native, Rural, and Urban Communities through Contemporary and Traditional Knowledge

Engage: Alaskans via Lifelong Learning, Outreach, and Community and Economic Development

UAF Staff Council

Response to Request for Information: What are we doing well and what can we do better (and how)

What are we doing well?

1. Expressing the interests and concerns of our constituents
2. Addressing issues in a timely manner (tuition waiver, tobacco surcharge)
3. Standing firm on those topics that are important to staff, regardless of the outcome
4. People on committees are working well together; president and vice president want to do a great job; apathy seems to have gotten worse over time; we need to stand strong and speak with a strong and unified voice
5. The connections that SC has made with other entities [administration] within the UA system is wonderful; the leg work has been done and those connections are working well; we have the tools to do a great job; a restructure might be the way to fix this issue with good oversight
6. Identifying the important topics
7. Listening and communicating people's views
8. Lots of information and opportunities to participate in committees across campus

What could we do better, and how?

1. Compensation and Health Care issues
Suggestions: combine these committees so that benefits and compensation are considered simultaneously
2. Coordinate with other governing bodies and collective bargaining groups
Suggestions: schedule regular meetings throughout the year
3. Communication to all staff
Suggestions: no clear answer on this one
4. Coming to the table with personal agendas and voicing our own opinions and not those of our constituents
Suggestions: get out and speak with staff in assigned units, ask for feedback and concerns, communicate information about staff council business

5. UAF governance voice to constituents is confusing and broken

Suggestions: provide staff council handbook; have a dedicated council rep sit with employees and educate them about governance; work with hr on-boarding

6. Staff Council does not have enough manpower; too many committees

Suggestions: we need more people on council...allow and staff to sit on committees, allow units additional seats (although these seats are currently unfilled), simplify and streamline committees, hand out governance org charts

7. Increasing involvement

Suggestions: Increasing communication – Google groups for staff council and individual units; clearer definitions of jobs and duties, streamline meetings – do we all need to meet at the same time or can work be done in smaller groups; get all reports ahead of time and limit discussions to clarification s and questions, not rehashing content

8. No orientation for members entering mid-term

9. Communication: every staff council member needs to take their own notes and then send to their own unity – takes a lot of effort and seems to be reinventing the wheel

Suggestions: Have the minutes from Nicole ready the same day so each staff member can pull their information from it to send to their units and not duplicate efforts

10. Feedback for external committees: Not sure how to get input to take back to the external committee; we don't discuss the external committee at the staff council but only submit reports

Suggestions: Want feedback on what to bring back to committees

Total number of people who responded: 6